

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING OF THE
FACULTY SENATE HELD ON APRIL 13, 1979,
IN THE FACULTY CONFERENCE ROOM, SIXTH
FLOOR, LISNER HALL

1 The meeting was called to order by President Elliott at 2:20 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardtsbauer, Parliamentarian Smalls, Amling, Birnbaum, Chandler, Cohn, Fox, Gallagher, Gordon, Griffith, Heddesheimer, Hill, Jones, Linkowski, Loeser, Park, Pierpont, Reiss, Robinson, Solomon, Steiner, Toridis, Wood, and Ziolkowski

Absent: Baker, Chitwood, Claeysens, Ginsburg, Kramer, Liebowitz, Linton, Reesing, Sapin, Schiff, Shotel, and Walker

2 The minutes of the regular meeting of March 9, 1979, were approved by the Senate as distributed.

3 (a) Professor Cohn, on behalf of the Appointment, Salary and Promotion Policies Committee, moved adoption of Resolution 78/9, "A Resolution to Authorize the Use of Instructor, Assistant Professor, Associate Professor, and Professor for Non-Tenure Track Faculty Members," and the motion was seconded. Professor Cohn said it was his understanding that prior to the time the present Faculty Code was adopted, there were some members of the faculty who were, in fact, full-time, but were non-tenure-track and were given the titles of visiting or adjunct professors. He pointed out that, in some schools, accrediting agencies do not count "visiting" or "adjunct" professors toward meeting the full complement of full-time academic faculty required for accreditation. With this in mind, plus the fact that the present Code suggests that full-time faculty appointments should bear the titles of assistant, associate, and full professors, Professor Cohn said that the Appointment Salary and Promotion Policies Committee thought it appropriate to recommend adoption of Resolution 78/9 since it did not appear, in any way, to violate any of the tenets of the Faculty Code. Professor Fox said that it appeared to him that passage of this resolution would require revisions in the Faculty Code because of certain limitations in the Code that relate to tenure. For example, he said that Regular Appointments Without Tenure, Section 3.b of the Faculty Code, states that "the total of such terms, including all full-time service with the rank of instructor or higher in this or other recognized institutions of higher learning, shall not exceed seven years. . . ." Professor Cohn responded that Resolution 78/9 had nothing to do with duration of these appointments but only with the titles of these people. Professor Wood said that some people feel that the Code permits using these titles for full-time non-tenure-track appointments, but it was his understanding that University counsel has questioned that, and, therefore, this resolution would make it perfectly clear that this was permissible.

A discussion followed by Professors Griffith, Jones, and Wood. Professor Park moved to amend the resolution by adding the word "letter" after the word "employment" in the last sentence, so that the sentence would read: "The conditions of such appointments shall be made clear in the offer of employment letter." Professor Park explained that this would make the letter of appointment the most

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authoritative record of what was offered in the event a dispute over the terms of employment should arise at a later time. Professor Cohn said he would accept Professor Park's amendment on behalf of the Committee. Professor Wood said that another reason for the desirability of adopting this resolution was that tenure-track positions were becoming less often permitted and non-tenured-track people would rather have, for example, the title assistant professor rather than adjunct assistant professor on their curriculum vitae. Professor Griffith said that he would like clarification of the administration's position on the propriety of appointing people for full-time positions with the title of adjunct because it appeared to him that under the Code appointment of a full-time person with the adjunct title is in violation of the Code since this is considered a limited service appointment, while the same is not true for visiting professors. Dr. Bright responded that the dictionary definition of "adjunct" means "part-time"; however, he did not think that using the title "adjunct" was in violation of the Code because limited service in the way the Code uses the term does not mean part-time. Professor Ziolkowski said that the only objection he had was that under the terms of the Code it seemed the limited service appointments had one great advantage over the regular service appointments since the former can be renewed an unlimited number of times, whereas regular service appointments are limited to six years. Professor Griffith said that he was concerned that if limited service appointments are allowed to be full-time appointments for indefinite periods of time, then it appeared to him that these people would constitute a "shadow" faculty who are not eligible for participation in the Faculty Assembly or the Faculty Senate, as is typical of part-time people. Further discussion followed by Professors Fox and Cohn. Professor Fox moved to table the resolution to the next meeting of the Senate so that it might be discussed in conjunction with the other resolutions coming forward from the Professional Ethics and Academic Freedom Committee concerning non-tenure-track faculty members to be considered at that time. The motion was seconded. Professor Park asked that the vote on Professor Fox's motion to table be postponed until the Senate was given an opportunity to talk to the merits of the resolution. Professor Fox agreed to withdraw his motion for the time being. Professor Wood said that he could see no reason to table the resolution since it had nothing to do with the number of times a person can be reappointed. Professor Griffith said that it seemed to him that the argument against this resolution comes from a player off-stage, namely, University counsel, and he said he would like to hear what the argument has been that led counsel to insist the University should not use these titles proposed for such appointments. Provost Bright responded that he was not sure that legal counsel had taken that position, but rather it has been a position more of this University. Professor Park said that there was some concern for creating a second-class faculty who would not enjoy full protection and full benefits and an additional concern as to whether or not the University would be putting itself on a collision course with the AAUP's limitation on reappointments. On the other hand, Professor Park said that there was some time pressure because appointments were being negotiated and it makes a bargaining difference as to whether the University can offer titles without the stigmatizing quality of "adjunct." At the same time he said he thought sufficient protections should be afforded these people. Further discussion followed by Professors Hill, Cohn, Jones, Ziolkowski, Wood, Robinson, Fox, Provost Bright, Dean Loeser, and President Elliott.

Professor Steiner said he would speak in favor of the motion because as a member of the recruiting committee in his department he found it quite difficult to hire engineering professors with the present title situation. Professor Griffith said that he thought what really may be required was an amendment to the definitions of the categories of faculty in the Faculty Code, i.e., a category which clearly indicates the appointment of individuals who are in full service to the University with no expectation of tenure but with nothing part-time or limited about it.

- 3 He said he thought, however, from the standpoint of AAUP standards, individuals receiving their first appointments to a university faculty as instructors, assistant professors, etc., may be automatically using up their probation periods even though they cannot earn tenure, and he recommended that the resolution be recommitted so that an explicit amendment to the language of the Faculty Code might be formulated.

A discussion followed by Professors Pierpont, Fox, President Elliott, and Provost Bright. Professor Fox moved that the resolution be recommitted to the Appointment, Salary and Promotion Policies Committee for further consideration in conjunction with the Professional Ethics and Academic Freedom Committee. The motion was seconded. Professor Hill said he thought that a category was needed to distinguish the non-tenure-track people from the tenure-track people defining what rights non-tenured-track people will have because he did not think the Senate would want to have non-tenure-track faculty participating in decisions on tenure-promotion appointments. Further discussion followed by Professors Chandler, Wood, Park, Griffith, Fox, Toridis, and Cohn. The question was called on the motion to re-commit and it was lost. The question was called on the original motion and Resolution 78/9 was adopted, as amended. (Resolution attached)

(b) Professor Wood asked Dean Solomon for his comments on Resolution 79/2, "A Resolution to Establish the Rank of University Professor," since he helped to frame the language for this resolution. Dean Solomon said that the rank of University Professor carries a great amount of distinction in many academic communities and that this resolution would give the University the added capability to attract distinguished individuals to this University. In addition, he said, with the tremendous increase in the number of students and applicants in interdisciplinary programs, not only in the Graduate School but in other units of the University, the appointment of individuals to the rank of University Professor would be a recognition of this kind of capability to accommodate students and other faculty in both research and relevant educational undertakings. Professor Wood, on behalf of the Executive Committee, then moved adoption of Resolution 79/2, and the motion was seconded. Dean Birnbaum asked where the tenure would lie if an individual were appointed to this rank by more than one school. Dean Solomon suggested that it would probably lie with the University since the individual was a University Professor, and Provost Bright agreed. A discussion followed by Professors Jones, Pierpont, Amling, and Dean Solomon. Professor Reiss moved to amend the second line of the first WHEREAS clause by substituting the word "appoint" for the word "acquire" so that individuals inside, as well as outside, the University might be given University Professorship appointments. Professor Wood accepted Professor Reiss' amendment on behalf of the Executive Committee. Professor Wood pointed out that all three conditions under Paragraph 2 of the RESOLVING clause must be met in order for an individual to be given the rank of University Professor, not just one or two of them. In order to make that point clear, Professor Griffith moved to amend Sections (1) and (2) under Paragraph 2 of the RESOLVING clause by striking the period at the end of each of these sections and substituting a semi-colon and adding the word "and." Professor Wood accepted Professor Griffith's amendment.

Professor Park said, as a point of information, he understood then that the question of tenure allocation and budget to be charged in these appointments would be a matter of negotiation among the schools at the time of appointment. The President responded that he assumed there was a strong likelihood that any such appointee would be more strongly identified with one area than others. Professor Ziolkowski moved to amend the resolution by striking the word "and" between the

3 words "reputation" and "who" in the third line of the first WHEREAS clause for grammatical correctness, and by substituting the following language for the entire second WHEREAS clause: "WHEREAS, the Faculty Code does not include a rank appropriate to scholars of such distinction." The motion was seconded. Professor Griffith said he would like to point out that the present wording of the second WHEREAS clause specifies that the title "University Professor" doesn't simply accompany a distinguished record but it accompanies specific responsibilities beyond a particular discipline which is an important component of the resolution; therefore, he said, this is a person who is not simply being given an elevated rank because of his or her distinguished reputation but because this individual is being brought in explicitly with teaching responsibilities in more than one discipline. Professor Ziolkowski said he thought his amendment would provide more flexibility to the appointment by not restricting it to teaching in the event someone was brought in for research. Professor Jones said he opposed the amendment because in his experience with distinguished professors it seemed that, once they had made it, they were just there occupying an office in a university and not doing the teaching or the research. The question was called on the amendment and it was lost. Further discussion followed by Professors Steiner, Wood, and Griffith. The question was called on the original motion and Resolution 79/2, as amended, was adopted. (Resolution attached)

4 No resolutions were introduced under Introduction of Resolutions.

5 (a) On behalf of the Executive Committee, Professor Wood moved the nominations for appointment by the President to the following Administrative Committees: Judicial System: Gilbert J. Ginsburg (Chairman), Martin M. Malawer, and James E. Starrs; Student-Faculty Committee on Appeals: Russell B. Stevenson (Chairman), Joseph A. Greenberg, Salvatore R. Paratore, and Joan R. Regnell; Presidential Appeals Board: Joseph Aschheim, Janet C. Heddesheimer, Leroy S. Merrifield, and Stefan O. Schiff; Marvin Center Program Board: Nathan C. Garner; Marvin Center Governing Board: James L. Breen, Michael Feldman, William C. Handorf, and Michelle L. Slagle.

No other nominations were made from the floor and the slate was elected unanimously.

(b) Professor Griffith, Chairman of the Professional Ethics and Academic Freedom Committee, moved the nomination of Professor Paula Kaiser (Emeritus) for election to the Professional Ethics and Academic Freedom Committee. Professor Wood moved the nomination of Professor David B. Weaver for election to the Appointment, Salary and Promotion Policies Committee. No objections were heard and Professors Kaiser and Weaver were elected.

(c) In reporting on the last meeting of the Executive Committee, Professor Wood stated that some recommendations had been made to President Elliott for the membership of the various administrative committees of the University. He expressed gratitude that so many people had volunteered. He pointed out that in contrast to committees of the Faculty Senate, most of the administrative committees have a definitely specified number of faculty members. Often, then, it is not possible to give applicants their choice of service. For example, seventeen people requested, as their first choice, service on the Board of Trustees of the Consortium of Universities. There is only one faculty member from each university on that Board.

5 On the other hand, some committees were less popular. There are supposed to be fifteen faculty members on the Panel for Student Review Committees. It turned out that only eleven faculty members altogether listed that committee as a first, second, or third choice, so four others had to be drafted.

Professor Wood also advised the Senate that on behalf of the Executive Committee and the Faculty Senate he had appointed a three-person Special Mediation Committee to mediate a possible grievance in the Department of Statistics.

(d) Professor Wood announced that the Annual Reports of the Administrative Matters as They Affect the Faculty Committee and the Joint Committee of Faculty and Students had been received and distributed with the agenda, and that the Annual Report of the Fiscal Planning and Budgeting Committee had just been received and would be distributed with the minutes.

6 Under Brief Statements, Professor Griffith referred to Page 2 of the Annual Report of the Fiscal Planning and Budgeting Committee which states: "In accordance with Resolution 77/6, the Fiscal Planning and Budgeting Committee will continue to advise the President on tenure track allocations, but will no longer initiate the quota setting procedure." He then asked Professor Park, Chairman of the Fiscal Planning and Budgeting Committee, whether this action by his committee would have any effect on the college committees established under Resolution 77/6. Professor Park responded that it would not affect them at all.

Professor Griffith then asked Dr. Bright what the administration's response will be to the resolution just adopted by the Senate pertaining to the change of titles of non-tenure-track faculty since he thought that appointments which have been agreed to in the Spring Term all go to the Board of Trustees in the May meeting presumably with a recommendation of the titles under which these people should be appointed. President Elliott responded that the only scheduled meeting of the Board of Trustees was in May and it would seem appropriate for the administration to ask the Board's authority to use these titles where appropriate and where negotiations lead to that kind of status. Professor Griffith asked that if the administration and the Board accept the resolution whether that would affect the people who are appointed next year or whether that has already been settled. The President said that 95-99% of all the appointments for next year have already been made; Dr. Bright pointed out, however, that new appointments do not go to the Board but come to his office. Professor Hill asked if it would be recommended to the Board that the title "adjunct" be eliminated since the resolution now makes it permissible to eliminate this title. President Elliott replied that he would assume that it would be in the best interest of the University to retain as much flexibility as possible and, therefore, he thought that the titles "adjunct" or "visiting" would not be eliminated by this action.

Professor Jones announced that the Spring Commencement would be held May 5th and, in light of the fantastic response on February 19th to the Winter Convocation, he wished to invite those students, honored guests and faculty again to the Spring Commencement. He said that details concerning the Spring Commencement had been circulated to all of the full-time faculty.

7 The meeting was adjourned by President Elliott at 3:50 p.m.



Robert Gebhardtshauer, Secretary

A RESOLUTION TO AUTHORIZE THE USE OF INSTRUCTOR, ASSISTANT PROFESSOR,
ASSOCIATE PROFESSOR, AND PROFESSOR FOR NON-TENURE TRACK FACULTY MEMBERS (78/9)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That it shall be permissible at The George Washington University to appoint members of the faculty with the titles of Instructor, Assistant Professor, Associate Professor, and Professor even though such appointments are for a specified term and are not tenure track. The conditions of such appointments shall be made clear in the offer of employment letter.

February 9, 1979

Professor Reuben E. Wood, Chairman, Executive Committee

Referred by the Faculty Senate February 9, 1979, to the Appointment, Salary and Promotion Policies Committee.

April 2, 1979

(Reported out of Committee)

Appointment, Salary and Promotion Policies Committee

Adopted, as amended, April 13, 1979

A RESOLUTION TO ESTABLISH THE RANK OF UNIVERSITY PROFESSOR (79/2)

Whereas from time to time The George Washington University has the opportunity to ^{appoint} ~~acquire~~ a scholar of distinguished international reputation and who has made significant contributions beyond any single discipline thereby demonstrating a wide range of knowledge and breadth of understanding and

Whereas the principal obligations of such scholars will include teaching of courses reflecting the individuals capability beyond any single discipline and the continuation of related scholarly activity;

Now therefore be it resolved by the Faculty Senate of the George Washington University that the Faculty Code be amended as follows

1. On page 3 "Grades of Academic Personnel", B. "Active Status", 1. "Regular": Insert after "Regular" and before "Professor" the term "University Professor".
2. On page 8 after d) Professors add
 - e) University ProfessorsUniversity Professors shall be appointed with tenure.
The process of making such appointments shall be as follows:
 - (1) The candidate shall be recommended by one or more departments or schools; and
 - (2) The candidate shall be recommended by the Executive Committee of the Faculty Senate and/or by a faculty committee appointed by the President; and
 - (3) The candidate shall be recommended by the Vice President for Academic Affairs and by the President, the appointment to be approved by the Board of Trustees.

April 3, 1979
Executive Committee

Adopted, as amended, April 13, 1979

FISCAL PLANNING AND BUDGETING COMMITTEE
FINAL REPORT FOR SENATE 1978 TERM

The Faculty Senate Committee on Fiscal Planning and Budgeting met independently and with the Committee on Appointment, Salary and Promotion Policies and with the Committee on Professional Ethics and Academic Freedom.

At five meetings the Committee gave careful attention to the draft reports of the Ad Hoc Committee on Retirement and its Task Forces. The Committee approved the major recommendations of the two reports to the President of the Ad Hoc Committee on Retirement. The jurisdictional interest of the Committee was in the fiscal impact of the 1978 Amendment to the Age Discrimination in Employment Act, and the impact upon George Washington University of various retirement policy options.

The Committee discussed with William D. Johnson, Director of Planning and Budgeting, a variety of fiscal and budgeting topics, including his special reports to the Committee on faculty salaries, the level of expenditures for student financial aid, and the annual budget. In addition, Robert Shoup, of Mr. Johnson's office, reviewed the Annual Report 1977 for the University in some detail. The ready cooperation and substantial support of Mr. Johnson and his staff have proven invaluable to the Committee over the last several years, and the Committee wishes to express its appreciation for this assistance and for the constructive and cordial manner in which it has been provided.

On October 13, 1978, the Committee approved and sent to the President the "tenure track" position guidelines for 1981-1982. In addition, the Committee sent to the Deans and Directors of Schools and Colleges a letter indicating that it would in the future follow a more formal procedure in determining "tenure track" guidelines, in order that the Committee might more accurately and reliably evaluate the needs of the Schools and Colleges. Subsequently, the Committee was presented with 1) several special cases for variances from the guidelines already adopted; 2) objections from two colleges that professional association accrediting standards would not permit the imposition of tenure track quotas; and 3) a recommendation from within the Committee that the Committee withdraw from its advisory role in tenure track position allocations. After careful consideration, the Committee concluded that it was not sufficiently informed, nor could it practicably inform itself sufficiently to initiate intelligent, reliable and fair recommendations on the allocation of tenure track positions. It therefore sought to be relieved by the President of the initiating function, and the President approved. An informal report of this understanding was subsequently made to the Senate. In accordance with Resolution 77/6, the Fiscal Planning and Budgeting Committee will continue to advise the President on tenure track allocations, but will no longer initiate the quota setting procedure. The Committee feels that it is in a better position to react to proposed quotas set by the administration than to make the initial allocations, and will be available to so advise the President.

The Committee met with the Committee on Professional Ethics and Academic Freedom to discuss possible conflicts between AAUP standards

and non-tenure track appointments policies of the University, but took no action as a Committee on the resolutions under discussion by the Committee on Professional Ethics and Academic Freedom.

A Library Subcommittee continues at work on the fiscal and budgetary aspects of the Main Library's planning. The Committee continues in its liaison with the Ad Hoc Committee on Retirement, and anticipates reviewing that Committee's final recommendations in the 1979 Senate term.

The membership of the Fiscal Planning and Budgeting Committee for the 1978 Senate term is indicated below:

Milton C. Devolites
Adel I. El-Ansary
Richard J. Frankie
Joseph A. Greenberg
C. Terrence Ireland
Richard A. Kenney

Hugh L. LeBlanc
Arnold C. Meltzer
Bernard Mergen
John A. Morgan, Jr.
Philip S. Birnbaum, ex officio
William D. Johnson, ex officio
Robert E. Park, Chairman

This report is submitted for the Committee by the chairman.

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 - (2) The candidate shall be recommended by the Executive Committee of the Faculty Senate and/or by a faculty committee appointed by the President.
 - (3) The candidate shall be recommended by the Vice President for Academic Affairs and by the President, the appointment to be approved by the Board of Trustees.

April 3, 1979
Executive Committee

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

13 March, 1979

ANNUAL REPORT OF THE SENATE COMMITTEE ON ADMINISTRATIVE MATTERS AS
THEY AFFECT THE FACULTY:

The Committee on Administrative Matters as they Affect the Faculty met once during the Fall Semester of 1978. The committee responded to a faculty request to consider the policy on the distribution of directives on Jewish holidays. Currently, directives are distributed to department chairmen rather than the entire faculty. Notices are sent from the Office of Religious Activities.

The matter was resolved through the Provost's Office. Future notices (still originating from the Office of Religious Activities) will be sent to all members of the faculty.

Lilien F. Robinson, Chairman

Members of the Committee:

D. Michael Hitchcock
Myrna P. Lee
Khalid Mahmood
Anthony J. Mastro
Thomas N. Padikal
Sonya A. Quitsland
Carl Steiner
John H. Zakharia

ex officio:

Phillip S. Birnbaum
Carl J. Lange

1978-79 Annual Report of the
Joint Committee of Faculty and Students
to the
Faculty Senate

The Joint Committee has convened six times since April, 1978.

A summary of the Committee's major activities follows.

1. The Joint Committee received testimony and discussed at length the advisability of supporting a motion to include a student member on the University Board of Trustees. The Joint Committee ultimately endorsed "in principle" student membership on the Board without delving into the substantive question of whether or not representation should be voting or non-voting.

2. The Committee managed the nomination procedures leading to the presentation of the George Washington Awards in 1978 and is currently concluding activities leading to the selection of Award recipients for 1979.

3. The Committee initiated a study of the organizational structure of the University with particular reference to student representation on University-wide and individual School and College governing and administrative committees. A preliminary report is scheduled for April 1979.

4. The Committee is currently examining University policy relating to stipends paid certain elected student leaders. The review has been undertaken in light of requests for policy changes to increase the number and amount of these stipends.

Respectfully submitted,

Stephen R. Chitwood,
Chairman

Committee members: Professors Kyriakopoulos, McKelvey, Parke, Reynolds, Rowe, Tropea, Mr. Jacobs, Mr. Goodman, Ms. Lubman, Mr. Budner, Mr. Chobot, Mr. Maller

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THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate

April 4, 1979

The Faculty Senate will meet on Friday, April 13, 1979, at 2:10 p.m., in the Faculty Conference Room, Sixth Floor, Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of March 9, 1979
3. Resolutions:
 - (a) A RESOLUTION TO AUTHORIZE THE USE OF INSTRUCTOR, ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR, AND PROFESSOR FOR NON-TENURE TRACK FACULTY MEMBERS (78/9), Professor Victor H. Cohn, Jr., Chairman, Appointment, Salary and Promotion Policies Committee (resolution attached)
 - (b) A RESOLUTION TO ESTABLISH THE RANK OF UNIVERSITY PROFESSOR (79/2), Professor Reuben E. Wood, Chairman, Executive Committee (resolution attached)
4. Introduction of Resolutions
5. General Business:
 - (a) Nomination for appointment by the President to the following Administrative Committees: Judicial System: Gilbert J. Ginsburg (Chairman), Martin M. Malawer, and James E. Starrs; Student-Faculty Committee on Appeals: Russell B. Stevenson (Chairman), Joseph A. Greenberg, Salvatore R. Paratore, and Joan R. Regnell; Presidential Appeals Board: Joseph Aschheim, Janet C. Heddesheimer, Leroy S. Merrifield, and ~~Stephan~~ John O. Schiff; Marvin Center Program Board: Nathan C. Garner; Marvin Center Governing Board: James L. Breen, Michael Feldman, William C. Handorf, and Michelle L. Slagle
 - (b) Nomination for election of Paula Kaiser (Emeritus) to the Professional Ethics and Academic Freedom Committee
 - (c) Report of the Executive Committee; Professor Reuben E. Wood, Chairman
 - (d) Annual Reports: Administrative Matters as They Affect the Faculty Committee and Joint Committee of Faculty and Students (reports attached)
6. Brief Statements
7. Adjournment



Robert Gebhardtsbauer,
Secretary

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Appointment, Salary and Promotion Policies Committee